



AFSCME LOCAL 101  
1150 North First Street, Suite 101  
San Jose, CA 95112

April 8, 2013

**VIA EMAIL & HAND DELIVERY**

Alex Gurza, Deputy City Manager  
CITY OF SAN JOSE  
Office of Employee Relations  
200 East Santa Clara Street  
San Jose, CA 95113

**Re: Demand to Bargain**

Dear Alex:

AFSCME Confidential Employees Organization, CEO, & Municipal Employees Federation, MEF, are writing to you regarding the "Retirement Board Governance" scheduled for discussion at today's City Council Meeting on April 8, 2014.

We believe strongly that this is subject to meet and confer, and are therefore writing to request to bargain over the "Retirement Board Governance" on behalf of AFSCME Plan Participants and other related issues that directly impact AFSCME City Employees.

On April 4, 2014 Mayor Reed and Councilmember Constant put forward a memo requesting action be taken by the City Council to direct staff to begin the necessary steps to place a charter amendment before the voters of San Jose to change the Federated and Police & Fire Retirement board reporting structure. In addition to the recommended changes to the Retirement Board makeup and authority, included in this memo is a recommendation that would directly impact the retirement services staff, which includes AFSCME CEO and MEF employees.

We look forward to receiving a response from you as soon as possible.

Sincerely,

A handwritten signature in blue ink that reads 'Yolanda A. Cruz'.

Yolanda A. Cruz  
President, AFSCME-MEF, Local 101

A handwritten signature in blue ink that reads 'LaVerne S. Washington'.

LaVerne S. Washington  
President, AFSCME-CEO, Local 101

Cc. Charles Allen, Business Agent AFSCME Local 101  
Teague P. Paterson, Beeson, Tayer & Bodine